

**An Integrated Strategy for Strengthening
The Capacity of the Reproductive Health
Research Unit of the University of
Witwatersrand to Train Researchers and
Program Managers in Research and
Data Utilization**

Reproductive Health Research Unit (RHRU)
University of Witwatersrand
Johannesburg, South Africa

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I. Background

This is the final report for the FRONTIERS project, “An Integrated Strategy for Strengthening the Capacity of the Reproductive Health Research Unit of the University of Witwatersrand to Train Researchers and Program Managers in Research and Data Utilization”. The project objective was to add a one-week operations research (OR) training component to the annual Research Training Course and Reproductive Health Research Priorities Conference conducted by the Reproductive Health Research Unit (RHRU) of the University of Witwatersrand, Johannesburg South Africa. The goal of the collaboration between the RHRU and FRONTIERS was to encourage sub-Saharan African researchers and managers to collaborate in the production of more programmatically relevant research in the region. Specific objectives of the collaboration were:

- To strengthen the capacity of the RHRU to train researchers and program managers in operations research and data utilization.
- To enable four researchers/program managers per year to implement OR studies on a priority reproductive health topic whose results are used to change program practices.

Program Setting

The RHRU was formed in 1994 to help develop and improve reproductive health services in South Africa. It is an academic centre devoted to policy and programme development, research and training in reproductive health. The RHRU represents a joint initiative between the Department of Obstetrics and Gynecology at Chris Hani Baragwanath Hospital, the University of the Witwatersrand, and the Greater Johannesburg Metropolitan Council. At any one time, the RHRU manages more than 20 research and training programmes, many of which are national initiatives and have international links or recognition. The unit has 26 staff members, including doctors, nurses and research scientists.

The Research Methods Course (RMC) lasts for four weeks and is held every July-August in Johannesburg. The course was created with the aim of being offered annually, and to meet the need, both within South Africa and regionally, for intensive, Africa-focused training in research methods for addressing reproductive health services. It is attended both by researchers wishing to learn more about operations and health systems research, and by program managers interested in learning more about how research can help strengthen their programs.

The related Conference on Reproductive Health Priorities is also an annual event. The three-day conference is a forum where local and regional researchers are encouraged to present their research findings to an audience of over 200. Senior and junior researchers from all disciplines share their work with managers and policy-makers, thus enhancing the potential for research results to be discussed by those who have produced them and

who will be using them. International and national guest speakers are invited to present on topics of interest to participants.

II. Integration of Operations Research Module into the RMC

A one-week module on OR techniques was included in the month-long research methods course with FRONTIERS support during 1999–2002. Support consisted of financial aid to five students per year from throughout sub-Saharan Africa, course instructors and materials. The module was continued in the 2003 course without FRONTIERS financial support. The OR module usually included sessions on explanation of the difference between OR and other types of research, program problem identification, solution generation, experimental design, and dissemination of results. These sessions were supplemented by sessions on statistics, epidemiology, qualitative research, and use of statistical packages taught in the remainder of the RMC.

The module initially included proposal preparation by participants. FRONTIERS and RHRU originally believed that participants would be able to produce a fundable proposal in the amount of time available, and that RHRU and FRONTIERS staff would be able to provide technical assistance to funded OR projects. These assumptions proved incorrect. Proposals of fundable quality could not be produced in the time available, and RHRU and FRONTIERS staff were unable to dedicate the extra time needed for technical assistance. Consequently, the second objective, to enable four researchers per year to conduct an OR project was not attained.

The Operations Research Module

The operations research module was taught every year between 1999 – 2002 by FRONTIERS staff based in Kenya and South Africa. The objectives of the module were to:

- Introduce participants to the differences between OR and program evaluation
- Introduce participants to the various OR study designs and data collection methods
- Build participant capacity to design and implement OR projects
- Familiarize participants with the importance of evidence-based research in designing programs and improving their implementation

The course was organized in four sessions and was given for 13 hours over one-and-a-half days. Materials used included handouts as well as *Designing HIV/AIDS Intervention Studies an Operations Research Handbook*, Population Council, 2002 and *Handbook for Family Operations Research Design*, Population Council, 1991. A detailed agenda of the OR module is found in Appendix 1.

Session One: Introduction to Operations Research: The objective of the first session was to define operations research, explain its objectives, and outline different types of OR studies. The format included a presentation and discussion, and the class lasted one hour. After defining OR, the session emphasized that OR studies are a method of providing evidence-based information for program design and implementation, and presented the range of OR study types and methodologies, and typical program problems addressed by operations research.

Session Two: The OR Process: This session lasted four hours including one hour of presentation and three hours of classroom exercises. The objective of the presentation was to familiarize participants with the five steps in an OR project. The exercises focussed on identifying an OR problem and suggesting a methodology for studying that problem.

Session Three: Development of Research Objectives, Hypotheses and Indicators: Participants worked on setting objectives for an OR research problem, formulated hypotheses, identified independent and dependent variables for the study, and operationally defined terms and indicators for the dependent variable. This session also emphasized group work and lasted four hours.

Session Four: Study Designs: This session covered basic experimental and quasi-experimental designs, and discussed the limitations and advantages of these designs. This session consisted of a one-hour presentation followed by three hours of group work on selecting a methodology to study the OR problem identified in session two.

FRONTIERS staff also held sessions on dissemination and utilization of research results at different times during the life of the project, provided training in SPSS for selected participants and staff, and lectured on quality of care in the main part of the RMC.

The Research Methods Course

The project with the RHRU was funded by USAID/South Africa field support. FRONTIERS supported the attendance of students at the entire course, not just the OR module. Consequently, it is useful to give an overview of the involvement of FRONTIERS in such activities as supporting students from many African countries and planning the over-all course. In total, over the four-year period of the agreement, the Population Council sponsored 20 participants at the research methods course, or about 18 percent of the 112 participants from 15 countries who have attended the research methods course. Of these 112 participants, 70 were women and 41 were men.

Table 1 illustrates that although program participants came from throughout the region, about 39 percent of students were from South Africa, followed by approximately 8 percent from Nigeria, and 7 percent from Malawi. Most FRONTIERS-supported students were also South African. Over the duration of the project, four FRONTIERS Africa staff shared teaching responsibility for the OR part of the course. The total number of

instructors for all parts of the RMC varied from 22 –24, and topics ranged from the methodological (e.g statistics, costing, questionnaire design) to the substantive (e.g. sexually transmitted diseases, quality of care, gender violence).

Table 1: Participants per country over the four-year period

	1999	2000	2001	2002	Total
South Africa	10	12	12	10	44
Uganda	2	2	2	1	7
Zambia	1	3	2	1	7
Ghana	2	0	1	0	3
Kenya	2	2	1	2	7
Swaziland	0	0	2	0	2
Zimbabwe	1	2	0	1	4
Tanzania	1	1	1	0	3
Ethiopia	1	2	4	0	7
Lesotho	0	2	1	1	4
Namibia	0	0	1	0	1
Botswana	1	1	1	2	5
Nigeria	1	2	2	4	9
Malawi	2	3	2	1	8
Rwanda	1	0	0	0	1
Total	25	32	32	23	112

As shown in Table 2 on the next page, seventeen international and local organizations supported students to attend the summer course. Both the largest number of students (20) and the largest proportion of funding (18%) were provided by FRONTIERS. Other important collaborators included WHO, UNFPA and the Wellcome Trust who contributed 12-15 percent each to course funding.

Table 2: Number of Stipends Received from RHRMC Sponsors: 1999 – 2002

NAME OF FUNDER	1999	2000	2001	2002	Total	% of total stipends
COMMONWEALTH REGIONAL HEALTH COMMUNITY SECRETARIAT	6	0	0	0	6	5.4
GTZ	0	2	2	0	4	3.6
HEALTH SYSTEMS TRUST	5	6	0	0	11	9.9
UNFPA	1	3	8	1	13	11.7
THE WELLCOME TRUST	6	5	2	3	16	14.4
WHO (GENEVA)	0	5	6	6	17	15.3
WHO (AFRO)	0	3	2	1	6	5.4
THE POPULATION COUNCIL (FRONTIERS)	5	5	5	5	20	18.0
HOPE	1	0	0	0	1	0.9
OWN INSTITUTION	1	0	0	1	2	1.8
HSDU	0	1	0	0	1	0.9
WORLD LEARNING (GTDA)	0	1	0	0	1	0.9
DFID (SOUTH AFRICA)	0	0	4	4	8	7.2
MEDICAL RESEARCH COUNCIL (SOUTH AFRICA)	0	0	1	0	1	0.9
THE WELLCOME TRUST AFRICA CENTRE	0	0	1	0	1	0.9
USAID (MALAWI)	0	0	1	0	1	0.9
FORD FOUNDATION	0	0	0	2	2	1.8
TOTAL	25	31	32	22	110	100

A sense of how the research methods course and OR module was organized and run at RHRU can be obtained by examining a typical course. In the section below we present information on the preparation, conduct and post-course activities of the 2002 course.

Research Methods Course Planning and Administration

In 2001, the Reproductive Health Research Unit requested that the Population Council extend its support to the program in strengthening research capacity in reproductive health in the region through 2002. Funding for the 2002 course was also received from WHO Geneva, Wellcome Trust, Ford Foundation and UNFPA. June and July 2002 were devoted to communication with participants and final planning phases, such as booking flights, confirming hotel reservations in Johannesburg, and finalizing changes to the

agenda. The total number of participants was 22. The following five participants, all from South Africa, were funded by FRONTIERS:

- Mrs. Luyanda Mavuya, Project Coordinator, Reproductive Health Research Unit, Johannesburg
- Ms. Angie Bothutu Mokwena, External Examiner for VPK 421, Health Service Management, Senior Lecturer, Dept of Nursing Science, University of the North West
- Ms. Nontsikelelo Manzini, Research Fellow, School of Development Studies, Population and Poverty Studies Programme, University of Natal
- Mrs. Nthabiseng Molefe, HIV/AIDS Researcher at CSIR - Miningtek
- Dr. Duma Cunningham Qolohle, Principal Specialist, Consultant and Head of Department, Thembisa Hospital

Running the course - 29 July to 22 August, 2002

Classes were 1.5 hours each, and participants attended four classes per day. In addition to the four sessions on OR described above, classes included Epi-Info (four classes), Questionnaire Design (four classes), Statistics (ten classes), Presentation Skills (two classes), Qualitative Research (fifteen classes), Literature Review (one class), Quality of Care (one class), Dissemination and Utilization (One class), Site Visits (half-day), Clinical Audit (two classes), Clinical Trials (one class), Cochrane Review (one class), Research Ethics (one class), Gender Violence (one class), Paper Reviews (two classes), Costing (four classes), Role of Research in Policy (one class), Mother-to-Child HIV Transmission (one class), Overview of STIs (two classes), and Reproductive Health Issues (one class). Participants also had time for preparing reviews of papers and for evaluating the course. Instructional methods included lectures, group discussions and exercises.

Attempted Four-Year Evaluation

The RHRU attempted a four-year evaluation of the overall course. The retrospective evaluation was not successful largely due to the poor response from past participants. This can be attributed to a number of factors, such as poor communication in African countries and past participants no longer being at the address and contact numbers stated during their participation. A report was generated with the limited responses received, and while those who did respond were mostly positive, the small number do not allow for conclusion regarding the course in general or the OR component in particular.

The OR module and the future of the course

While the agreement with the Population Council is officially completed, FRONTIERS will continue to play a role in the course through participation in the steering committee and through facilitating sessions, however, RHRU staff will be responsible for most of the OR sessions. Funding for the course will continue from other donors such as WHO

Geneva, Wellcome Trust and the Ford Foundation. All previous sponsors were approached to provide stipends for 2003 students.

Reproductive Health Research Priorities Conference

The Reproductive Health Research Priorities Conference was held 1-4 October 2002 in Kwa-Zulu Natal. FRONTIERS funding was used to support two participants who had attended the research methods course.

III. Conclusion

The RHRU research methods course is a beginning level research course that covers a wide array of topics. Participants are managers and providers as well as some researchers and evaluators. It is popular in sub-Saharan Africa. It has inspired many to participate in research and prompted others to pursue additional research training. Although the course is an effective vehicle for exposing a regional audience to OR concepts, it is not an efficient way of producing fundable OR proposals.

One of two specific objectives of the project was met. OR is an on-going component of the research methods course. After four years of FRONTIERS technical assistance, beginning in 2003, the RHRU will assume full financial and teaching responsibility for the OR module. The module will be a standard feature of the research course. The second objective, to fund students to conduct four small OR studies per year, was not met. No participant produced a fundable proposal, and neither FRONTIERS nor the RHRU could dedicate staff time needed to provide TA to improve or implement proposals. The principal lesson learned is that, although OR is a useful addition to a beginning level research methods course directed at managers and health care providers, it does not produce the skills needed for specific activities, such as writing OR proposals or doing OR.

A course aimed at producing actual OR proposals must be directed at a different audience. Successful proposal development courses have been attended by experienced researchers and mid to high level program managers interested in solving specific problems identified prior to courses in Romania, Kazakhstan and Cairo. Course topics are limited to operations research, with heavy emphasis on experimental design and the role of the manager in directing the research. The methodology section of the course lasts from 80–160 hours (two to four weeks) and is followed by a one-week proposal development period. The proposal is developed by a researcher and manager working together. Facilitators are available to provide guidance and feedback during the proposal development process. Teams give almost daily presentations to their fellow participants, where they receive feedback and suggestions for improving the proposal.

Obviously, both an introductory research course as taught by the RHRU, and a more specialized OR course aimed at researchers and senior managers are needed to increase appreciation for and utilization of OR in Africa. The general research course with an OR

component creates demand for OR among a broad group of managers, researchers and providers. A specialist OR course equips researchers and managers to meet the demand for OR.

IV. Recommendations

As currently structured, the RHRU summer course accepts students with a wide range of experience, training and professions. The one-month course focus is on basic methodology, such as elementary biostatistics and epidemiology, mixed with substantive topics, such as adolescent reproductive health issues. Neither student background, range of courses or time available equips students to produce fundable OR research projects.

The RHRU should consider offering a more advanced course in applied research for more experienced managers and researchers. Components of such a course should include topics, such as intervention research techniques, rights and responsibilities of researchers and managers, planning for dissemination and utilization of results, and preparing a research proposal to be submitted to a funding agency.

Appendix 1: OR Module

RHRU REPRODUCTIVE HEALTH RESEARCH METHODS COURSE

OPERATIONS RESEARCH (OR)

Aims and Objectives

The OR component of the course aims to provide participants with skills to enable them to understand the role of and utilize OR in generating evidence-based information for decision-making and practical problem solving for quality improvement of program implementation.

Specifically, the OR course has four objectives, namely to:

- Introduce participants to the differences between OR and programmatic evaluation
- Introduce participants to the various OR study designs and data collection methods
- Build participants capacity to design and implement OR projects
- Familiarize participants with the importance of evidence-based research in designing programs and improving their implementation

The course is organized in four sessions over a period of one-and-a half days

1. SESSION ONE: INTRODUCTION TO OPERATIONS RESEARCH

Objective: By the end of the session, participants will be able to

- 1.1 Define Operations Research and explain how it differs from other types of research
- 1.2 Define the focus and objectives of OR
- 1.3 Outline different types of OR studies
- 1.4 Demonstrate appreciation of the importance of OR

Content:

- What is or is not OR? – Tool for identifying program problems, testing and comparing many innovations to program implementation; providing evidence-based rather than anecdotal or experiential information for program design and implementation; providing capacity to promote quality; examples of application of OR
- The goal of OR
- Program activities that are focus of OR
- Types of OR studies – diagnostic/exploratory, evaluative studies, intervention studies, situation analysis
- OR methodologies and distinguishing characteristics from basic research

Method of Session:

Lecture/Presentation
Question and answer

Duration:

1 hour

Materials and References: Handouts and Operations Research Handbook

2. SESSION TWO: THE OR PROCESS

Objectives: By the end of the session, participants will be able to

- 2.1 Describe the five basic steps in OR
- 2.2 Building on existing programs knowledge, identify a researchable OR study problem
- 2.3 Write a justification for the study problem identified
- 2.4 Identify an appropriate strategy to test the study problem
- 2.5 Demonstrate an appreciation for the usefulness of the OR process to program managers

Content:

- Participants give examples of steps in research (use these as a basis for discussing the basic steps in OR process and identify differences with other types of research)
- Participants give examples of possible program problems (use examples to underline conditions that should exist for a problem to be a research problem, discuss various ways of identifying a program research problem and stating an OR problem)
- Discuss the importance of justifying the problem and various ways of justifying the problem
- Discuss the process of choosing the strategy for solving the identified program problem, who to involve, feasibility of the implementing the strategy, sustainability or/and replicability of the strategy, and how results will be utilized
- Discuss the different steps in testing the strategy
- Outline the importance of disseminating results and ensuring results utilization
- Group work on implementing practical steps in identifying the problem, stating the problem and choosing the appropriate strategy to test the problem

Method of Session:

Brainstorming
Question and answer
Lecture/Presentation

Duration:

- 1 hour lecture/presentation
- 3 hours of group work and reporting

Materials and References: Handouts and Operations Research Handbook

3. SESSION THREE: DEVELOPMENT OF RESEARCH OBJECTIVES, HYPOTHESES AND INDICATORS

Objectives: By the end of the session, participants will be able to

- 3.1 Define research objectives
- 3.2 Draw a distinction between dependent and independent variables
- 3.3 Formulate study hypotheses
- 3.4 Operationally define key study variables and terms

Content:

- Brainstorming on research objectives (draw a distinction between ultimate and immediate objectives and define how they should be stated; give examples of ultimate and immediate objectives; link between the objectives and the study problem and strategy being tested)
- Explain what dependent and independent variables are, give examples, and present the three scales used to measure variables – nominal, ordinal and interval/ratio)
- Define and provide examples of hypotheses – link hypotheses to the strategy to be tested
- Discuss the importance of operational definitions of variables and terms, give examples and discuss the link between the interventions and indicators
- Group work on defining research objectives, hypotheses and variables

Method of Session:

Brainstorming
Question and answer
Lecture/Presentation

Duration:

- 1 hour lecture/presentation
- 3 hours of group work and reporting

Materials and References: Handouts and Operations Research Handbook

4. SESSION FOUR: STUDY DESIGNS AND QUALITY OF INDICATORS

Objectives: By the end of the session, participants will be able to

- 4.1 Define reliability of measures and name threats to reliability
- 4.2 Define validity of measures and name threats to validity
- 4.3 Identify and explain usefulness and principles of different study designs
- 4.4 Explain factors to consider in selecting a study design

Content:

- Reliability and validity of measures – define reliability, outline different threats to validity and ways to minimize them, define validity, outline various threats to validity and how to minimize them
- Brainstorm on different study designs participants are aware of (categorize the identified designs into non-experimental and experimental designs, discuss the concept of causality and research designs)
- Non-experimental designs – discuss case studies, description of intervention activities, non-control baseline and endline measures, discuss kinds of information and conclusions that can be drawn from these designs and threats to validity associated with them
- Experimental designs – discuss principles of experimentation, characteristics of the experimental design, different types of experimental and quasi-experimental designs
- Factors to consider in selecting a study design – ethical, administrative and technical issues; the principle of three multiples
- Group work to identify appropriate research design and data collection methods.

Method of Session:

Brainstorming
Question and answer
Lecture/Presentation

Duration:

- 1 hour lecture/presentation
- 3 hours of group work and reporting

Materials and References: Handouts and Operations Research Handbook

Appendix 2: Names and Job Titles of Participants 1999-2002

1999

Name	Job title	Country
Mr. Martin Mosima	Adjunct Lecturer	Botswana
Mrs. Edith Mukisa	Project Manager	Uganda
Mrs. Mulima Ketata	NA	Zambia
Dr. Wilfred Lokol	National Programme Officer	Uganda
Mrs. Lilly Maliro	Training Officer	Malawi
Dr. Stephan Kimano	Assistant Co-ordinator	Tanzania
Mr. Abebaw Ferede	Research & Evaluation Officer	Ethiopia
Mr. Tellington Nyamurera	M Phil Student	Zimbabwe
Dr. Valentine Otoide	Resident Doctor	Nigeria
Dr. Aline Mukindwa	Registrar	Rwanda
Dr. Dominic Karajan	Medical Officer	Kenya
Mrs. Florence Agyapong	Research Fellow	Ghana
Mrs. Vuyiswa Dlwati	Warden University of Transkei	South Africa
Ms. Lusanda Mahlasela	Data Manager	South Africa
Ms. Lindiwe Hlongwa	Field Coordinator	South Africa
Ms. Ann Mothle	Project Manager	South Africa
Mrs. Thandiwe Ndebele	Nurse Tutor	South Africa
Ms. Ester Snyman	Deputy Director	South Africa
Ms. Sellinah Masindi	District Coordinator	South Africa
Mr. George Kahutahia	Senior Program Officer	Kenya
Dr. Nana Biritwum	Clinical Research Fellow	Ghana

2000

Name	Job title	Country
Ms. Game Mooketsa	Monitoring & Evaluation Officer	Botswana
Dr. Aida Bayou	Technical Advisor	Ethiopia
Mr. Yehwalashet Bekele	Team Leader	Ethiopia
Dr. Ermias Getaneh	Expert (Programming & Monitoring)	Ethiopia
Dr. Nejmudin Kedir	Expert (Health Information)	Ethiopia
Dr. Fred Acheampong	Medical Officer	Ghana
Dr. Carol Odula	Registrar	Kenya
Mrs. Mamosa Tlopo	Programme Manager	Lesotho
Mr. Isaac Dambula	Senior Population Officer	Malawi
Mrs. Jane Namasasu	Advisor – Reproductive Health	Malawi
Mrs. Leena Elago	RH Programme Officer	Namibia
Dr. Basseff Offiong	Clinician	Nigeria
Dr. Mojisola Odeku	Assistant Director	Nigeria
Ms. Tebogo Gumede	Researcher	South Africa
Mrs. Annalies Gumede	Project Coordinator	South Africa
Mr. Simphiwe Zondi	Research Trainee	South Africa
Ms. Mzikazi Nduna	Junior Scientist	South Africa
Ms. Nwabisa Jama	Researcher	South Africa
Mr. Hendrick Metsileng	Statistician	South Africa
Mr. Norman Letebele	Deputy Director	South Africa
Mrs. Thobeka Qukula	Regional Coordinator	South Africa
Ms. Naomi Webster	Advocacy Manager	South Africa
Ms. Sayinile Zungu	Senior Tracker	South Africa

Mrs. Anna Makanya	Chief Professional Nurse	South Africa
Mr. Sakhumzi Mfecane	Social Scientist	South Africa
Mrs. Phumzile Mabuza	Coordinator	Swaziland
Mr. Bheka Mziyako	Research Officer	Swaziland
Dr. Hussein Kidanto	Obstetrician & Gynecologist	Tanzania
Dr. Charles Kiggundu	Medical Officer	Uganda
Dr. Justine Nankinga	Senior House Officer	Uganda
Mrs. Miriam Chimumbwa	Nurse Tutor	Zambia
Mrs. Esnart Juunza	Coordinator	Zambia

2001

Name	Job title	Country
Ms. Game Mooketsa	Monitoring & Evaluation Officer	Botswana
Dr. Aida Bayou	Technical Advisor	Ethiopia
Mr. Yehwalashet Bekele	Team Leader	Ethiopia
Dr. Ermias Getaneh	Expert (Programming & Monitoring)	Ethiopia
Dr. Nejmudin Kedir	Expert (Health Information)	Ethiopia
Dr. Fred Acheampong	Medical Officer	Ghana
Dr. Carol Odula	Registrar	Kenya
Mrs. Mamosa Tlopo	Programme Manager	Lesotho
Mr. Isaac Dambula	Senior Population Officer	Malawi
Mrs. Jane Namasasu	Advisor – Reproductive Health	Malawi
Mrs. Leena Elago	RH Programme Officer	Namibia
Dr. Bassey Offiong	Clinician	Nigeria
Dr. Mojisola Odeku	Assistant Director	Nigeria
Ms. Tebogo Gumede	Researcher	South Africa
Mrs. Annalies Gumede	Project Coordinator	South Africa
Mr. Simphiwe Zondi	Research Trainee	South Africa
Ms. Mzikazi Nduna	Junior Scientist	South Africa
Ms. Nwabisa Jama	Researcher	South Africa
Mr. Hendrick Metsileng	Statistician	South Africa
Mr. Norman Letebele	Deputy Director	South Africa
Mrs. Thobeka Qukula	Regional Coordinator	South Africa
Ms. Naomi Webster	Advocacy Manager	South Africa
Ms. Sayinile Zungu	Senior Tracker	South Africa
Mrs. Anna Makanya	Chief Professional Nurse	South Africa
Mr. Sakhumzi Mfecane	Social Scientist	South Africa
Mrs. Phumzile Mabuza	Coordinator	Swaziland
Mr. Bheka Mziyako	Research Officer	Swaziland
Dr. Hussein Kidanto	Obstetrician & Gynecologist	Tanzania
Dr. Charles Kiggundu	Medical Officer	Uganda
Dr. Justine Nankinga	Senior House Officer	Uganda
Mrs. Miriam Chimumbwa	Nurse Tutor	Zambia
Mrs. Esnart Juunza	Coordinator	Zambia

2002

Name	Job title	Country
Dr. Christopher Chembe	Principal Medical Officer	Botswana
Dr. Bazghina-Werq Semo	Principal Medical Officer	Botswana
Dr. Francis Mburu	Specialist, O & G	Kenya
Mr. Bentick Ochieng	Senior Programme Officer (Monitoring and Evaluation)	Kenya
Mrs. MC Makatjane	Nursing Officer Ministry of Health and Soc Welfare	Lesotho
Mr. Julius Malawezi	VSC-STI/HIV/Aids Programme Officer	Malawi
Mrs. Olukemi Olukoya	Program Officer	Nigeria
Dr. Adeniyi Adewunmi	Senior Registrar	Nigeria
Dr. Cosmos Enyindah	Resident doctor	Nigeria
Dr. Olufemi Akinsanya	Dept. of O & G	Nigeria
Ms. Molatelo Sethosa	Research Assistant	South Africa
Ms. Nontsikelelo Manzini	Research Fellow at U. Natal	South Africa
Ms. Bothutu Mokwena	Lecturer and examiner	South Africa
Dr. Duma Qolohle	Specialist, Consultant and Head of Department O & G	South Africa
Mrs. Nthabiseng Molefe	Research Assistant	South Africa
Dr. G Kamwaro	Specialist, O & G	South Africa
Dr. Claire von Mollendorf	Research Clinician	South Africa
Ms. Nobuhle Mthembu	Research Nurse	South Africa
Ms. Luyanda Mavuya	Project Coordinator	South Africa
Mr. Godfrey Matjeke	Managing Environmental Health Services and PHC Services	South Africa
Ms Fredah Zulu	Nursing Education Manager	Zambia
Mr. Rodwell Shamu	Research Monitoring and Evaluation Programme Manager	Zimbabwe
Dr. Makgoale Magwentshu	Deputy Director, Training and Quality Improvement	South Africa

Appendix 3: List of Facilitators and Speakers 1999-2002

1999

Name	Subject	Institution
Ms. N. Abrahams	Qualitative Research	South African Medical Research Council, Pretoria, SA
Dr. I. Askew	Facilities Surveys/ Operations Research	Population Council, Nairobi, Kenya
Prof. R. Ballard	Overview on Sexually Transmitted Diseases	South African Institute of Medical Research, Johannesburg, SA
Ms. M. Beksinska	Questionnaire Design / Epi Info	Reproductive Health Research Unit, Johannesburg, SA
Dr. K. Dickson - Tetteh	Reproductive Health Indicators	Reproductive Health Research Unit, Johannesburg, SA
Mr. L. Guillory	Internet, Website Search	Cyber Information Systems, Pretoria, SA
Prof. J. Hofmeyer	Cochrane Library	Dept. of Obstetrics and Gynaecology – Coronation Hospital and University of Witwatersrand, Johannesburg, SA
Dr. R. Jewkes	Qualitative Research	South African Medical Research Council, Pretoria, SA
Mr. J. Levine	Statistics	South African Medical Research Council, Pretoria, SA
Mr. P. Matshidze	Statistics	Medscheme, Johannesburg, SA
Dr. J. McIntyre	Mother to Child HIV Transmission	Dept. of Obstetrics and Gynaecology – Chris Hani Baragwanath Hospital, Johannesburg, SA
Ms. N. Mqoqi	Epidemiology	Reproductive Health Research Unit, Johannesburg, SA
Ms. D. Muirhead	Cost Analysis	University of Witwatersrand, Johannesburg, SA
Dr. S. Mullik	Epidemiology	Reproductive Health Research Unit, Durban, SA
Dr. D. Nairne	Internet, Website Search	Reproductive Health Research Unit, Johannesburg, SA
Ms. N. Nannan	Demography	South African Medical Research Council, Cape Town, SA
Ms. C. Nikodem	Cochrane Library	Dept. of Obstetrics and Gynaecology – University of Witwatersrand, Johannesburg, SA
Prof. B. Pattison	Clinical Audit	University of Pretoria, SA
Dr. H. Rees	Introduction to Reproductive Health	Reproductive Health Research Unit, Johannesburg, SA
Dr. J. Volmink	Need and Importance of Research	South African Medical Research Council, Cape Town, SA
Mr. J. Barnes	Social marketing	Society for Family Health, Johannesburg, SA
Dr. F. Harris	Adolescent Reproductive Health	Margaret Sanger Centre International, Johannesburg, SA.
Dr. P. Makhubalo	Role of Research in Influencing Health Policy	National Dept. of Health, Pretoria, SA
Dr. M. Mbizvo	Involvement of Males in Reproductive Health	World Health Organization, Geneva, Switzerland
Dr. E. Mhlanga	Success and Failures of Choice	National Dept. of Health, Pretoria, SA

Ms. J. Fonteyn-Nwokedi	Advocacy	Progressive Primary Health Care Network, Johannesburg, SA
Ms. D. Richards	Clinical Trials	University of Witwatersrand, Johannesburg, SA
Prof. C. van Gelderen	Research Ethics	Dept. of Obstetrics and Gynaecology – Chris Hani Baragwanath Hospital, Johannesburg, SA
Prof. B. Williams	Community Based Studies	Council for Scientific and Industrial Research, Johannesburg, SA

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Name	Subject	Institution
Ms. N. Abrahams	Qualitative Research	South African Medical Research Council, Cape Town, SA
Dr. H. Brown	Safe Motherhood Initiatives	Reproductive Health Research Unit, Johannesburg, SA
Prof. W. Sturm	Overview on Sexually Transmitted Diseases	University of Natal, Durban, SA
Ms. M. Beksinska	Questionnaire Design / Epi Info	Reproductive Health Research Unit, Durban, SA
Dr. E. Buchmann	Clinical Audit	Dept. of Obstetrics and Gynaecology Chris Hani Baragwanath Hospital Johannesburg, SA
Ms. A. Pettifor	Epidemiology & Operations Research	Reproductive Health Research Unit, Johannesburg, SA
Dr. K. Dickson – Tetteh	Reproductive Health Indicators	Reproductive Health Research Unit, Johannesburg, SA
Dr. R. Jewkes	Qualitative Research Critical Appraisal of Published Literature & Proposal Development	South African Medical Research Council, Pretoria, SA
Dr. J. Levin	Statistics	South African Medical Research Council, Pretoria, SA
Dr. N. Maggwa	Epidemiology & Operations Research	Population Council, Randburg, SA
Ms. D. Muirhead	Costing	University of Witwatersrand, Johannesburg, SA
Mr. P. Matshidze	Statistics	Council for Medical Schemes, Johannesburg, SA
Dr. P. Umbombwa	Disease Surveillance	University of Natal, SA
Prof. M. Mbizvo	Proposal Development & Men as Partners	World Health Organisation, Geneva, Switzerland
Prof. H. Rees	Introduction to Reproductive Health	Reproductive Health Research Unit, Johannesburg, SA
Dr. Jivkov	Mother to Child HIV transmission	Chris Hani Baragwanath Hospital, Johannesburg, SA
Dr. Vardas	Clinical Trials	University of Witwatersrand, Johannesburg, SA
Dr. C Nikodem	Cochrane Review	Chris Hani Baragwanath Hospital Johannesburg, SA
Prof. M. Mbizvo	Involvement of Males in Reproductive Health	World Health Organization, Geneva, Switzerland
Ms. M. Motsei	Putting Gender Violence on the Reproductive Health Agenda	Department of Health, Pretoria Johannesburg, SA

Dr. L. Ndhlovu	Quality of Care	FRONTIERS, Population Council, Johannesburg, SA
Mr. J. Stadler	Internet, Website Searches	RHRU, Johannesburg, SA
Dr. S. Mullick	Research Ethics	Reproductive Health Research Unit, Durban, SA
Ms. L. van Blerk	Presentation Skills	Reproductive Health Research Unit, Johannesburg SA

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Name	Subject	Institution
Ms. N. Abrahams	Qualitative Research	South African Medical Research Council, Cape Town, SA
Ms. M. Beksinska	Questionnaire Design / Epi Info	Reproductive Health Research Unit, Durban, SA
Ms. A. Pettifor	Epidemiology & Operations Research	Reproductive Health Research Unit, Johannesburg, SA
Dr. K. Dickson – Tetteh	Reproductive Health Indicators	Reproductive Health Research Unit, Johannesburg, SA
Dr. R. Jewkes	Qualitative Research Critical Appraisal of Published Literature & Proposal Development	South African Medical Research Council, Pretoria, SA
Dr. J. Levin	Statistics	South African Medical Research Council, Pretoria, SA
Dr. N. Maggwa	Epidemiology & Operations Research	Population Council, Randburg, SA
Ms. D. Muirhead	Costing	University of Witwatersrand, Johannesburg, SA
Mr. P. Matshidze	Statistics	Council for Medical Schemes, Johannesburg, SA
Prof. H. Rees	Introduction to Reproductive Health & Overview of RHRU	Reproductive Health Research Unit, Johannesburg, SA
Dr. B. Jivkov	Mother to Child HIV Transmission	Perinatal HIV Research Unit Chris Hani Baragwanath Hospital, Johannesburg, SA
Dr. E. Vardas	Clinical Trials	University of Witwatersrand/ Chris Hani Baragwanath Hospital, Perinatal HIV Research Unit HIV/AIDS Vaccine Division Johannesburg, SA
Dr. H. Brown	Safe Motherhood Initiatives	Reproductive Health Research Unit, Johannesburg, SA
Prof. M. Mbizvo	Proposal Development & Men as Partners	Dept of Reproductive Health and Research Family and Community Health World Health Organization, Geneva, Switzerland
Ms. M. Motsei	Putting Gender Violence on the Reproductive Health Agenda	S'nakangwedi Institute for Spiritual Health P.O. Box 3579 Halfway House – 1685, South Africa
Dr. L. Ndhlovu	Quality of Care	FRONTIERS, Population Council, Johannesburg, SA
Mr. J. Stadler	Internet, Website Searches	RHRU, Johannesburg, SA
Dr. S. Mullick	Research Ethics	Reproductive Health Research Unit, Durban SA

Ms. L. van Blerk	Presentation skills	Reproductive Health Research Unit, Johannesburg, SA
Ms. D. Conco	LoveLife	Reproductive Health Research Unit, Johannesburg, SA
Ms. W. Moleko	National Adolescent Friendly Clinic Initiative	Reproductive Health Research Unit Johannesburg, SA
Dr. P. Ubomba-Jaswa	Disease Surveillance	School of Development Studies, University of Natal, Durban, SA
Dr. C. Nikodem	Cochrane Review	Dept. Obstetrics & Gynaecology, University of Witwatersrand, Johannesburg, SA
Prof. W. Sturm	Overview on Sexually Transmitted Diseases	University of Natal, Durban SA
Dr. E. Buchmann	Clinical Audit	Dept. of Obstetrics and Gynaecology, Chris Hani Baragwanath Hospital, Johannesburg, SA
Mr. R. Baloyi	Epi-Info (Assistance)	Reproductive Health Research Unit, Johannesburg, SA
Mr. T. Mohoto	Statistics (Assistance)	Reproductive Health Research Unit, Johannesburg, SA

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Name	Institution
Dr. Kim Dickson-Tetteh	RHRU, Johannesburg
Prof. M. Mbizvo	WHO, Geneva
Dr. Jane Chege	Population Council, Johannesburg
Ms. Audrey Pettifor	RHRU, Johannesburg
Ms. Mags Beksinska	RHRU, Durban
Dr. J. Levin	MRC, Pretoria
Mr. Patrick Matshidze	Council for Medical Schemes
Ms. Linda van Blerk	RHRU, Johannesburg
Dr. Rachel Jewkes	MRC, Pretoria
Ms. N. Abrahams	MRC, Cape Town
Dr. Eckart Buchman	University of the Witwatersrand and Chris Hani Baragwanath Hospital
Dr. H. Brown	Chris Hani Baragwanath Hospital
Dr. E. Vardas	Perinatal Research Unit, Johannesburg
Dr. Mantoa Mockhachane	Chris Hani Baragwanath Hospital
Ms. Nicola Christofides	School of Public health, University of the Witwatersrand
Ms. Debbie Muirhead	Centre for Health Policy, University of the Witwatersrand, Johannesburg, SA
Prof. James McIntyre	Perinatal Research Unit, Johannesburg
Dr. Duane Blaauw	Centre for Health policy (CHP), Johannesburg
Dr. Lewis Ndhlovu	Population Council, Johannesburg
Prof. W. Sturm	MRC, Wellcome Trust Africa Centre, Durban
Ms. M. Mangochi	RHRU, Johannesburg, SA
Ms. M Wanjiru	Population Council, Nairobi, Kenya